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ABSTRACT

Information on ethnic minorities and women at the University of New Mexico is presented. Specialized programs that emphasize recruitment and retention of minority and women students and the amount of money associated with each program are listed. A breakdown by race, nationality, and sex of the 1977 entering freshman class is presented, and a system of advisement and counseling to increase retention of students is noted. The following issues are discussed: minorities and women and graduate study; aid for graduate students; the relationship of degree production to enrollment; the faculty and staff in general and with respect to representation of women and minorities; and the professional schools and enrollment of minorities and women. It is concluded that the University of New Mexico has the best overall record of any major state or land grant university in the U.S. in terms of minority and women enrollment. (SW)

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# ETHNIC MINORITIES AND WOMEN

# AT

# THE UNIVERSITY OF NEW MEXICO

October 1978

A Presidential Progress Report

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## THE UNM LEADERSHIP ROLE

The University of New Mexico, the state's largest university, located in the center of the state's most populous city, has taken a strong position of leadership in New Mexico by providing and expanding educational and employment opportunities for minorities. By almost any measure, UNM is at the forefront of all major state and land grant universities in this important endeavor. New Mexico has an unusually large minority population, notably Hispanic and Native American. These minorities should be and are reflected in the student body. Other states also have large minority populations, but such populations are less adequately reflected in the enrollment statistics of their major universities.

For example, the University of Texas at Austin, the major state university in Texas had a 1977-78 enrollment of 41,660 students of whom only 2,842 were Hispanic. The two major institutions in the California system are University of California at Los Angeles and the University of California at Berkeley. UCLA reported an enrollment of 28,645 of which only 1,850 were Hispanic. Berkeley with 28,356 students reported only 919 Hispanics. During the same year, UNM, with 21,600 students, enrolled 4,447 Hispanics.

Data contained in the March 20, 1978 issue of "The Chronicle of Higher Education" shows that UNM ranks fifth in the total number of all minorities and ranks second only to the University of Hawaii in percentage of total enrollment by minorities. Here is a further breakdown by rank of UNM in comparison with 49 other major state institutions.

| | Total Number UNM Rank | UNM Rank in Percentage of Enrollment |
|---|---|---|
| Indian | 1 | 2 |
| Black | 34 | 36 |
| Asian | 25 | 22 |
| Hispanic* | 3 | 1 |
| All minorities | 5 | 2 |

* Among single institutions, UNM ranks number 1. The indicated figure ranks the statewide systems of several institutions each in Texas and California ahead of UNM.

## THE NATIONAL PICTURE
## RECRUITMENT-RETENTION PROGRAMS

We have seen that New Mexico has a higher percentage of minorities among its population than most other states. Nevertheless, history has proven that the existence of minority groups in society does not guarantee their representation in colleges and universities. In fact, for years just the opposite was true. Widespread recognition of the problem and a determination for change were outgrowths of the Civil Rights Movement of the 1960's.

UNM exists to serve the citizens of New Mexico and then the region, the nation and the world. Recognizing that nearly half of New Mexico's citizens are minorities, the University has developed strong, affirmative programs to help attract, support and retain minority students.

One practical measure of commitment is money. During 1976-77, the latest year for which accurate figures are available, UNM awarded a total of $12,000,000 in grants, loans, and work study arrangements to students. This figure is up 20 percent from the previous year. Of that amount, 45 percent or $5,400,000 went to minority students who represented just over 25 percent of the student body. Also worthy of note, women receive more than 50 percent of all aid provided. The number of women receiving aid has risen steadily over the past five years. The UNM Office of Financial Aids estimates that it will have distributed some $12,500,000 this year with, once again, 45 percent going to minority students.

The breadth and scope of UNM's special minority-emphasis programs are illustrated in the 1977-78 listing:

| | |
|---|---|
| Basic Science Enrichment Program | $ 91,000 |
| School of Medicine (SOM) | |
| Biomedical Science Advancement (SOM) | 488,861 |
| Nursing Development Program | 97,225 |
| Health Professions Special Project (Pharmacy) | 50,000 |
| Bilingual Education Fellowship | 190,928 |
| College of Education (COE) | |
| Cultural Awareness Center (COE) | 397,000 |
| Ramah Navajo H.S. Teacher Education (COE) | 40,091 |
| Navajo Administrator Training Program (COE) | 182,191 |
| Engineering Program for Women | 2,000 |
| Freshman Scholarships for Women | 1,850 |
| NAPCOE Summer Institute | 26,000 |
| On-site Pueblo Teacher Education (COE) | 107,105 |
| SW Bilingual Educ. Resource Center (COE) | 470,000 |
| Cooperative Education Program (COE) | 24,500 |
| Hispanic Engineering Programs | 9,000 |
| NAPCOE Native Emerican Program | 110,000 |
| PREFACE (COE,DOE,NASA) | 20,000 |
| UNITE | 17,000 |
| National Fund for Minority Engineering | 10,000 |
| College Enrichment Program | 185,000 |
| Special Services | 108,000 |
| Special Scholarship in Law for American Indians (Law) | 1,000,000 |
| American Indian Law Center (Law) | 54,271 |
| Chicano Studies | 43,700 |
| Afro-American Studies | 63,000 |
| Women's Studies | 51,800 |
| Native American Studies | 61,800 |

Most of the foregoing specialized programs emphasize recruitment and retention of minority and women students. The University also is developing a recruitment effort for minorities and women through the newly established Office of School Relations. The ethnic and women's centers on campus offer a variety of counseling services aimed at helping students stay in college to complete their degrees.

The University of New Mexico also operates programs in Gallup, N.M., which include some vocational courses, and the Andean Center in Quito, Ecuador. It should be noted that a majority of the students at the Gallup Branch are of Native American ancestry.

## 1977-78 ENTERING CLASS

Minority citizens of New Mexico make up about 49 percent of the state's population. Latest statistics show that 48.9 percent of New Mexico's graduating high school seniors are minorities.

In the fall of 1977 the UNM entering freshman class showed the following minority breakdown:*

| | | | |
|---|---|---|---|
| Anglo | 60.71% | Asian | .24% |
| Hispanic | 32.47% | Native American | 4.94% |
| Black | 1.18% | Foreign | .47% |

* A complete breakdown of undergraduates by sex and ethnicity is available in the appendix.

## RETENTION EFFORTS

Once a student is in college there is no guarantee that person will complete a degree program. Records show that a high degree of UNM students, minority and non-minority alike, drop out before graduation.

The University is in its third year of a highly developed system of advisement and counseling. Indications, in terms of increased numbers of returning students, are hopeful. Minority students who have been participants in special recruitment/retention programs have charted a most impressive record of completing college programs. These measures, coupled with improved high school preparation (a basic goal to which UNM has committed complete support), should show even greater results in the future.

## THE GRADUATE LEVEL

What happens to students in college, obviously, is vital to the enrollment of graduate students. Students with bachelor's degrees comprise the reservoir from which graduate students are drawn. The number of minorities who can be enrolled in graduate studies is directly dependent upon the number of minority bachelor's degree holders.

Although 16 percent of the total population of the nation is minority, less than six percent of all students enrolled in master's and doctoral programs were minorities in 1974--the year for which the most recent national data are available.

The number of graduate students enrolled at UNM in 1974 was well above that. It was, in fact, very nearly representative of the 16 percent national minority population.

As with undergraduates, it is the University's responsibility to educate New Mexico residents first at the graduate level. More than 80 percent of UNM's graduate students are classified as New Mexico residents. The New Mexico pool of college graduates is the largest base upon which UNM's graduate enrollment is built.

During 1975-76, New Mexico institutions of higher education, including UNM, graduated baccalaureate classes with a total minority population of 25 percent. Twenty-one percent of the graduates were Hispanic, 2.2 percent Indian; and 1.8 percent Black.

The University of New Mexico in the fall of 1977 enrolled 3,153 graduate students, 19.84 percent of whom were minorities and 48.9 percent of whom were women. The ethnic breakdown was 15.6 percent Hispanic, 2.5 percent Indian, 1.39 percent Black, and 0.6 percent Oriental. All of these percentages except the last are higher than 1976.

While the discrepancy continues to exist between the percentage of minority students who receive a bachelor's degree and the percentages of the various minorities enrolled in graduate study, it is clear that not all those who complete the bachelor's degree continue to graduate study. Any effort to raise appreciably the percentage of minority graduate enrollment must therefore include work to increase undergraduate minority enrollments. Because minority students with bachelor's degrees in such fields as Engineering and Education are often able to command quite attractive salaries in industry or in teaching, it is perhaps surprising that the figures for minority graduate enrollment continue to be as high as they are.

Some UNM colleges and individual graduate units have been particularly successful in minority recruitment. The College of Education with 24.2 percent minority enrollment and the Division of Public Administration with 27.6 percent are examples. Eight of the 22 departments in the College of Arts and Sciences have minority enrollments greater than 10 percent. In general, UNM departments low in minority student enrollment are in fields that nationally have low percentages of minority students receiving baccalaureate degrees which reflects a low level of participation, currently, by minority students in the disciplines concerned.

For the last two years the University has used the Graduate Record Examination Minority Locater Service in an effort to assist departments in finding qualified minority graduate students. UNM has just become a member of the Western Name Exchange, a consortium of major western universities that will work in the area of minority recruitment. An institutional grant under Title IX of the Higher Education Act is expected to provide extra support for departments to recruit students from minorities and other underrepresented groups.

## AID FOR GRADUATE STUDENTS

One necessary feature of graduate programs is the support of students through graduate assistantships, teaching assistantships, and other forms of financial aid. Of all UNM students in graduate programs in the fall of 1977, 632 received financial aid--or 24.04 percent of the total. Minority students made up 14.57 percent of those with assistantships, a considerable increase over the 10.7 percent figure in 1975; and women made up 33.5 percent of the total.

Two factors account for the fact that these figures for assistantships are still below the proportionate share. First, a larger proportion of minority

students and women are part-time students. Second, a very large percentage of assistantships is assigned to the sciences, fields which over the years have attracted few minority students and women.

Part of this imbalance is being corrected by fellowships that are available: there were in 1977 thirty-one Title VII Bilingual Education Fellowships, four American Psychology Association Fellowships, and several in the biomedical field, all intended for minority students. In addition, in 1978, the University has been awarded ten Title IX Higher Education Act Fellowships in Electrical Engineering and Computer Science, Microbiology, Mathematics and Statistics, and Law, all specifically earmarked for the underrepresented groups.

## DEGREES

The relationship of degree production to enrollment is important. The University of New Mexico in 1975, with a 16 percent minority enrollment in Graduate School, awarded Ph.D. and Ed.D. degrees to a group of candidates--11.1 percent of whom were minority students. The University's production of minority students with doctorates over the four years from 1973-76 is even more impressive than the 1975 figure. The four year total shows 311 doctorates were awarded, of which 49, or 15.2 percent were awarded to members of minority groups, distributed in this manner; 10.2 percent Hispanic, 4.1 percent Black, and 0.9 percent Indian. Of the 858 graduate degrees awarded in 1977, 185 or 21.6 percent were awarded to ethnic minorities. Women received 451, over 50 percent of the total.

## THE UNM FACULTY AND STAFF

As a state institution, UNM's first responsibility is to students from New Mexico. This effort is primarily a state situation. Recruitment of faculty and staff members, however, runs the gamut from local to national efforts.

Regarding faculty, the basic credential for university teaching is the Ph.D., Ed.D., or other terminal degree such as the M.F.A. The marketplace is national. Of doctorates in all fields, 9.6 percent are held by Hispanics, 0.5 percent by Indians, and 3.5 percent by Blacks (national availability statistics for women are not available at this time). More than 2,500 institutions are vying for these people, often in competition with the private labor sector of the economy.

This is the marketplace in which UNM must compete for faculty members. UNM is deeply involved in federal affirmative action regulation programs. Therefore, our selected applicant minorities are not only minorities, but are also the "best qualified" of all applicants.

It is true that national availability data do not reflect New Mexico's unique population make-up, but they do represent the relevant labor pool for faculty hiring according to both logic and governmental regulations.

One method of recruiting potential faculty members is UNM's recent acceptance into the Western Name Exchange. This is a consortium of Western Universities to exchange names of senior minority students interested in graduate study.

Competition is fierce for minority and women Ph.D. and Ed.D. faculty candidates. Many schools can and do offer much higher salaries than UNM. The University sometimes loses both candidates and existing faculty to such institutions.

Staff members are recruited from all sources ranging from the office bulletin board to specialized international publications.

The UNM ethnic minority and women breakdown of staff members is impressively representative of women and minorities. While it remains true that women occupy the majority of clerical jobs and minorities occupy primarily trade and custodial positions, the word "primarily" is rapidly fading. The Dean of Students is a woman. The personal secretary to the President is a man. Many department chairpersons represent various ethnic minorities.

In the area of new hires in 1977-78, women comprised over one-third of all employees hired. Of the total of 2,626 new hires, 543 were of an ethnic minority; 72 of the 543 minority new hires were for upper level, professional vacancies.

## PROFESSIONAL SCHOOL'S RECORDS

On the professional level, UNM's Schools of Law and Medicine have outstanding national records of minority graduates. In 1978 the UNM School of Law had the largest group of Native American students ever to graduate from any school of law in the United States. During the period of 1974-78, the School of Law awarded 426 degrees; 22.1 percent of these were to minority graduates. During the same period, the School of Medicine graduated 314 students 18.8 percent of those being minority graduates. Women graduates comprised 25.3 percent of degrees awarded by the Law School and 22.3 percent of the Medical School graduates during the same period.

Enrollment, of course, leads to graduation. Here, the statistics are equally impressive. The Law School this year has enrolled 36.1 percent minority students and 39.9 percent women. The Medical School's status is equally impressive with 20.5 percent minorities and 30.1 percent women.

## SUMMATION

While we would be foolish merely to rest on our laurels, the University of New Mexico can take pride in its efforts and success in the education and employment areas. With each passing year, UNM can hopefully say, as the fine wine, "I'm not getting older, I'm getting better."

The rapport between UNM and its minority students as outlined in this report, is one of commitment, responsiveness, progress and rewarded expectation. Clearly, the University of New Mexico has the best overall record of any major state or land grant university in the nation in terms of minority and women enrollment. Considering the population of minorities in the state, and the increasing educational pursuits of women, this is as it should be.

# APPENDICES

APPENDIX A

ETHNIC DISTRIBUTION - SPRING, 1978

| Unit | Indian | Black | Oriental | Spanish-American | Other | Foreign | Total |
|---|---|---|---|---|---|---|---|
| Arts and Sciences | 63 | 47 | 13 | 409 | 2049 | 21 | 2602 |
| Bus. & Adm. Sciences | 10 | 2 | 3 | 111 | 351 | 5 | 482 |
| Education | 52 | 17 | -- | 317 | 628 | 4 | 1018 |
| Engineering | 10 | 11 | 12 | 157 | 671 | 44 | 905 |
| Fine Arts | 5 | 4 | 8 | 63 | 376 | -- | 456 |
| Nursing | 16 | 6 | 1 | 59 | 255 | -- | 337 |
| Pharmacy | 4 | 2 | 16 | 51 | 177 | 10 | 260 |
| University | 201 | 131 | 54 | 1757 | 3855 | 52 | 6050 |
| Non-Degree | 73 | 85 | 21 | 667 | 2229 | 32 | 3107 |
| Architecture | 1 | 1 | -- | 29 | 95 | 2 | 128 |
| BUS | 36 | 31 | 7 | 285 | 968 | 10 | 1337 |
| Physical Therapy | -- | -- | -- | 2 | 20 | -- | 22 |
| Medical Technology | -- | -- | -- | 2 | 8 | -- | 10 |
| Dental Hygiene | -- | -- | -- | 6 | 34 | -- | 40 |
| TOTAL UG | 471 | 337 | 135 | 3,915 | 11,716 | 180 | 16,754 |
| Grad. School | 75 | 46 | 21 | 496 | 2248 | 144 | 3030 |
| B & AS Grad. | 10 | -- | 1 | 2 | 83 | -- | 96 |
| TOTAL Gr. | 85 | 46 | 22 | 498 | 2,331 | 144 | 3,126 |
| Com. Serv. Workers | 2 | 2 | -- | 6 | 7 | -- | 17 |
| Med. Lab. Technology | -- | -- | -- | -- | 5 | -- | 5 |
| Instr. Engr. Tech | -- | -- | -- | -- | 1 | -- | 1 |
| Med. Engr. Tech. | -- | -- | -- | -- | 1 | -- | 1 |
| Radiological Tech. | 1 | -- | -- | 3 | 2 | -- | 6 |
| Education Aide | 9 | -- | -- | 11 | 3 | -- | 23 |
| Pre. Engr. | 28 | -- | -- | 1 | 1 | -- | 30 |
| Secretarial Studies | 2 | 1 | 1 | 13 | 22 | 1 | 40 |
| TOTAL Certif. Programs | 42 | 3 | 1 | 34 | 42 | 1 | 123 |
| GRAND TOTAL | 598 | 386 | 158 | 4,447 | 14,089 | 325 | 20,003 |

APPENDIX B

WOMEN BY COLLEGE

Enrollment
Spring 1978

| College | Women Main Campus | % of College | Women Off-Campus | % of College |
|---|---|---|---|---|
| University | 2990 | 49% | 35 | 71% |
| Arts & Sciences | 1256 | 48% | 9 | 75% |
| ASM | 130 | 29% | | |
| Education | 704 | 69% | 18 | 64% |
| Engineering | 115 | 13% | 2 | 13% |
| Fine Arts | 256 | 56% | | |
| Nursing | 293 | 87% | 2 | 100% |
| Pharmacy | 83 | 32% | | |
| Architecture & Planning | 24 | 19% | | |
| University Studies | 649 | 49% | 5 | 83% |
| Physical Therapy | 19 | 86% | | |
| Medical Tech | 3 | 30% | | |
| Non-Degree | 1863 | 60% | 538 | 61% |
| ASSOCIATE PROGRAMS | | | | |
| Dental Hygiene | 39 | 98% | | |
| Community Service | 14 | 82% | 8 | 61% |
| Medical Laboratory | 5 | 100% | | |
| Radiologic Tech | 5 | 83% | | |
| Elementary Education | 19 | 83% | 46 | 88% |
| Pre-Engineering | 3 | 10% | | |
| Secretarial Studies | 39 | 98% | | |
| Physicians Assistance | | | 3 | 100% |
| Nursing, AS | | | 26 | 93% |
| Recreation, AA | | | 1 | 25% |
| Special Status | | | 82 | 66% |
| Total Undergraduate | 8509 | 50.50% | 775 | 64% |
| Graduate School | 1454 | 48% | 33 | 34% |
| AGSM | 73 | 26% | 12 | 37% |
| Law | 121 | 40% | | |
| Medical | 91 | 30% | | |
| Total | 10248 | 49.35% | 820 | 60.83% |

LAW SCHOOL

| | |
|---|---|
| Minorities: 1974-77 | 426 degrees awarded |
| | 94 to minorities. . . . . 22.1% |
| | 67 to Hispanics . . . . . 15.7% |
| | 1978 graduating class had the largest group of Indian students to ever graduate from any law school. |
| 1977-78 Enrollment | 312 students enrolled |
| | 83 Hispanic . . . . . 26.6% |
| | 7 Black. . . . . 2.2% |
| | 20 Indians. . . . . 6.4% |
| | 3 Orientals. . . . . .9% |
| Women: 1974-77 | Enrollment of 442 women; total enrollment was 1,306--33.8% of total for these years were women. |
| | 1974 - 27.8% 1975 - 34.3% |
| | 1976 - 33.8% 1977 - 39.9% |
| | From 1974-77, 108 women received degrees, which is 25.3% of all degrees awarded. |

MEDICAL SCHOOL

| | Main Campus | % of Medical School |
|---|---|---|
| 1978 - Spring | 301 Enrolled | |
| | 91 Females. . . . . | 30.4% |
| | 70 Minorities . . . . . | 23.2% |
| | 6 American Indian. . . . | 1.9% |
| | 7 Oriental . . . . . | 2.3% |
| | 2 Black . . . . . | .6% |
| | 55 Hispanic . . . . . | 18.3% |

| Degrees Awarded | Male | Minorities | Female |
|---|---|---|---|
| 1974 | 44 | -- | 8 |
| 1975 | 51 | -- | 6 |
| 1976 | 52 | 10 | 14(2 Hispanic,12 White) |
| 1977 | 52 | 17 | 16(1 Black,1 American Indian,12 White & 2 Hispanic) |
| Totals | 199 | 27* | 44 |

Total Degrees Granted 1974-77: 243 - 18% were women

*Ethnic information not available prior to 1976 by degrees granted.

APPENDIX C

FALL 1977 GRADUATE ENROLLMENT

| | | |
|---|---|---|
| Total Enrollment: | Main Center | 3024 |
| | Santa Fe Center | 60 |
| | Los Alamos Center | 69 |
| | | 3153 |

Grand Total by Percentages: Minorities.....19.84%
Women.....46.90%

| | Main Campus | Los Alamos | Santa Fe | Total | Percentage |
|---|---|---|---|---|---|
| Women | 1440 | 14 | 24 | 1478 | 46.9 |
| Blacks | 44 | 0 | 0 | 44 | 1.39 |
| Hispanics | 467 | 2 | 22 | 491 | 15.6 |
| Asians | 18 | 1 | 0 | 19 | .60 |
| American Indians | 70 | 0 | 1 | 71 | 2.25 |
| | | | | 2103 | |

GRADUATE SCHOOL - 46.75%
(1540 Students)

| Unit | Female | Indian | Black | Oriental | Hispanic | Other | Total |
|---|---|---|---|---|---|---|---|
| B & AS | 14½% | -- | -- | -- | 14% | 86% | 14 |
| Non-Degree | 0% | -- | -- | -- | -- | 100% | 14 |
| Undecided | 17% | -- | -- | 2% | 4% | 94% | 256 |
| Education | 80% | 2% | 2% | .34% | 28% | 68% | 562 |
| Engineering | 4% | 3% | 2% | .34% | 9% | 86% | 93 |
| Medicine | 68% | -- | -- | 3% | 7% | 90% | 32 |

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APPENDIX D

NEW HIRES - 1977 (Full-time Faculty, Librarians, Coaches)

| | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 4 | 1 | 1 |
| Provost | 1 | 0 | 0 |
| Arts and Sciences | 19 | 8 | 4 |
| Public Administration | 1 | 0 | 1 |
| Anderson School of Management | 4 | 1 | 0 |
| Architecture and Planning | 2 | 0 | 0 |
| College of Education | 12 | 5 | 3 |
| College of Engineering | 6 | 0 | 1 |
| College of Fine Arts | 8 | 3 | 0 |
| Law | 3 | 1 | 1 |
| Medical Sciences | 0 | 0 | 0 |
| School of Medicine | 34 | 14 | 5 |
| Totals | 94 | 33 | 16 |

NEW HIRES - 1977 (Part-time Faculty, Librarians, Coaches)

| | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 3 | 0 | 0 |
| Provost | 0 | 0 | 0 |
| Arts and Sciences | 7 | 1 | 4 |
| Public Administration | 0 | 0 | 0 |
| Anderson School of Management | 1 | 0 | 0 |
| Architecture and Planning | 0 | 0 | 0 |
| College of Education | 7 | 5 | 3 |
| College of Engineering | 1 | 0 | 1 |
| College of Fine Arts | 3 | 2 | 2 |
| Law | 0 | 0 | 0 |
| Medical Sciences | 2 | 0 | 0 |
| School of Medicine | 14 | 5 | 2 |
| Totals | 38 | 13 | 12 |

APPENDIX D (continued)

NEW HIRES - 1977 (Full-Time Staff)

| | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 13 | 8 | 6 |
| Provost | 2 | 2 | 1 |
| Arts and Sciences | 23 | 18 | 8 |
| Public Administration | 0 | 0 | 0 |
| Anderson School of Management | 4 | 4 | 4 |
| Architecture and Planning | 3 | 3 | 1 |
| College of Education | 23 | 15 | 17 |
| College of Engineering | 42 | 7 | 9 |
| College of Fine Arts | 7 | 5 | 1 |
| Law | 12 | 9 | 6 |
| Other | 220 | 99 | 112 |
| Medical Sciences | 1 | 1 | 0 |
| School of Medicine | 293 | 253 | 181 |
| Graduate Centers | 10 | 7 | 0 |
| Totals | 653 | 431 | 346 |

NEW HIRES - 1977 (Part-time Staff)

| | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 1 | 1 | 0 |
| Provost | 0 | 0 | 0 |
| Arts and Sciences | 11 | 6 | 1 |
| Public Administration | 1 | 1 | 1 |
| Anderson School of Management | 0 | 0 | 0 |
| Architecture and Planning | 0 | 0 | 0 |
| College of Education | 10 | 8 | 3 |
| College of Engineering | 4 | 2 | 1 |
| College of Fine Arts | 1 | 1 | 0 |
| Law | 3 | 3 | 0 |
| Other | 18 | 16 | 6 |
| Medical Sciences | 1 | 1 | 0 |
| School of Medicine | 57 | 40 | 8 |
| Graduate Centers | 1 | 1 | 0 |
| Totals | 108 | 80 | 20 |

APPENDIX D (continued)

PERMANENT FULL TIME FACULTY

| Organization | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 27 | 0 | 0 |
| Provost | 3 | 0 | 0 |
| Arts and Sciences | 366 | 53 | 31 |
| Public Administration | 6 | 0 | 1 |
| Anderson School of Management | 25 | 2 | 2 |
| Architecture and Planning | 13 | 1 | 2 |
| College of Education | 115 | 32 | 15 |
| College of Engineering | 69 | 2 | 5 |
| College of Fine Arts | 68 | 16 | 2 |
| Law | 33 | 5 | 5 |
| Other | 72 | 38 | 13 |
| Medical Sciences | 2 | 0 | 0 |
| School of Medicine | 308 | 86 | 28 |
| Graduate Centers | 5 | 1 | 0 |
| Totals | 1,112 | 236 | 104 |

PERMANENT FULL TIME STAFF

| Organization | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 67 | 35 | 18 |
| Provost | 7 | 7 | 2 |
| Arts and Sciences | 143 | 87 | 35 |
| Public Administration | 2 | 2 | 1 |
| Anderson School of Management | 11 | 10 | 2 |
| Architecture and Planning | 5 | 5 | 1 |
| College of Education | 100 | 69 | 52 |
| College of Engineering | 213 | 46 | 40 |
| College of Fine Arts | 22 | 16 | 5 |
| Law | 57 | 42 | 20 |
| Other | 1400 | 603 | 662 |
| Medical Sciences | 7 | 5 | 1 |
| School of Medicine | 1327 | 963 | 472 |
| Graduate Centers | 98 | 53 | 16 |
| Totals | 3,459 | 1,943 | 1,327 |

APPENDIX D (continued)

PERMANENT PART TIME STAFF

| Organization | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 5 | 4 | 3 |
| Provost | 1 | 1 | 0 |
| Arts and Sciences | 47 | 26 | 4 |
| Public Administration | 1 | 1 | 1 |
| Anderson School of Management | 1 | 1 | 0 |
| Architecture and Planning | 0 | 0 | 0 |
| College of Education | 35 | 26 | 12 |
| College of Engineering | 0 | 0 | 0 |
| College of Fine Arts | 6 | 5 | 1 |
| Law | 15 | 14 | 4 |
| Other | 98 | 70 | 26 |
| Medical Sciences | 1 | 1 | 1 |
| School of Medicine | 145 | 108 | 25 |
| Graduate Centers | 5 | 2 | 0 |
| Totals | 360 | 259 | 77 |

TEMPORARY FULL TIME FACULTY

| Organization | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 4 | 1 | 1 |
| Provost | 1 | 0 | 0 |
| Arts and Sciences | 19 | 8 | 4 |
| Public Administration | 1 | 0 | 1 |
| Anderson School of Management | 4 | 1 | 0 |
| Architecture and Planning | 2 | 0 | 2 |
| College of Education | 12 | 5 | 3 |
| College of Engineering | 6 | 0 | 1 |
| College of Fine Arts | 8 | 3 | 0 |
| Law | 3 | 1 | 1 |
| Other | 7 | 4 | 2 |
| Medical Sciences | 0 | 0 | 0 |
| School of Medicine | 34 | 14 | 5 |
| Graduate Centers | 0 | 0 | 0 |
| Totals | 101 | 37 | 20 |

APPENDIX D (continued)

TEMPORARY FULL TIME STAFF

| Organization | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 13 | 8 | 6 |
| Provost | 2 | 2 | 1 |
| Arts and Sciences | 23 | 18 | 8 |
| Public Administration | 0 | 0 | 0 |
| Anderson School of Management | 4 | 4 | 1 |
| Architecture and Planning | 3 | 3 | 1 |
| College of Education | 23 | 15 | 17 |
| College of Engineering | 42 | 7 | 9 |
| College of Fine Arts | 7 | 5 | 1 |
| Law | 12 | 9 | 6 |
| Other | 216 | 99 | 114 |
| Medical Sciences | 1 | 1 | 0 |
| School of Medicine | 287 | 262 | 181 |
| Graduate Centers | 0 | 0 | 0 |
| Totals | 633 | 433 | 345 |

PERMANENT PART TIME FACULTY

| Organization | Total | Women | Minorities |
|---|---|---|---|
| Presidential, Athletics | 5 | 0 | 0 |
| Provost | 0 | 0 | 0 |
| Arts and Sciences | 37 | 7 | 11 |
| Public Administration | 1 | 1 | 0 |
| Anderson School of Management | 4 | 0 | 1 |
| Architecture and Planning | 1 | 1 | 0 |
| College of Education | 9 | 2 | 4 |
| College of Engineering | 2 | 0 | 1 |
| College of Fine Arts | 14 | 7 | 4 |
| Law | 2 | 2 | 0 |
| Other | 20 | 10 | 5 |
| Medical Sciences | 72 | 24 | 25 |
| School of Medicine | 2 | 0 | 0 |
| Graduate Centers | 0 | 0 | 0 |
| Totals | 169 | 54 | 51 |

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